



MISSOURI
State Board of Nursing

**FISCAL YEAR 2025
ANNUAL REPORT
July 1, 2025 – June 30, 2025**

Missouri State Board of Nursing

Mission: Protect the public's health and safety through regulation of nursing education, licensure, and practice.

This Fiscal Year 2025 Annual Report is respectfully submitted to:

The Honorable Governor,
Mike Kehoe

Angela L. Nelson, Director
Department of Commerce and Insurance

Sheila Solon, Division Director
Division of Professional Registration

And
Members of the Nursing Profession and the Public

Unless otherwise specified, all information in this annual report is for FY2025, which is July 1, 2024 through June 30, 2025.

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Board Members



Trevor Wolfe

BSN, RN
President



Margaret Bultas

PhD, RN, CNE, CNL
Vice President



Julie Miller

APRN, DNP, MBA, FNP-BC, NEA-BC, CNOR (E)
Secretary



Bonny Kehm

PhD, RN
Member



Courtney Owens

BSN, RN
Member

Board of Nursing Leadership Team

Lori Scheidt, MBA-HCM, Executive Director
Elizabeth Willard, BA, Director of Operations
Quinn Lewis, BS, Director of Enforcement
Janet Wolken, RN, MBA, Director of Compliance – through 7/31/2025
Cris Kirsch, BSN, RN, Director of Compliance – effective 6/16/2025
Debra Funk, BSN, RN, Director of Practice
Kevin Hall, JD, General Counsel
Angie Morice, Director of Licensure
Amy Ackerson, MSN, RN, Director of Education

Board of Nursing Team Members

Administration

Dana Stark, Customer Service Representative
Rachel Kosark, Customer Service Representative

Investigations

Tamra Jenkins, Investigator II
Marvin McCrary, Investigator II – through 12/31/2024
Eric Weddle, Investigator II
Dean France, Investigator II
Levi Regan, Investigator II

Education

Melinda Bridge, Education Specialist – through 7/31/2024
Sarah McKee, Education Specialist – effective 9/09/2024

Practice

Ashley Williams, Practice Specialist and Paralegal

Compliance

Mary Vinson, Paralegal

Legal

Ryan Russell, Associate General Counsel
Kristi Gilpin, Paralegal Manager – through 10/18/2024
Kasia Marcinkiewicz, Paralegal – effective 8/20/2024 through 11/08/2024
Jodi Moore, Paralegal – effective 12/09/2024
Danielle Nichols, Legal Assistant – effective 5/16/2025

Licensure

Michelle Cartee, Lead Customer Service Representative
Delia Orr, Lead Customer Service Representative
Kassidy Kliegel, Lead Customer Service Representative
Bethany Richter, Lead Customer Service Representative

Highlights of the Fiscal Year

Education

The Air Force Nursing Services Practical Nurse (PN) Training Program – Basic Medical Technician Corpsman Program (BMTCP) 4N051/4N071 (4N training program) was approved in 2017. Since that time a total of 796 individuals educated by the Air Force have been licensed as Licensed Practical Nurses

The State of Missouri established, through legislative action and appropriation of funds, the “Nursing Education Incentive Program” in 2011 in order to increase the physical and educational capacity of nursing education programs in Missouri. This fiscal year, the Board of Nursing awarded \$5,000,000 to eligible nursing schools, thereby supporting nursing education programs.

For FY25, Education staff conducted surveys of 30 nursing degree/certificate programs.

Education staff hosted the Innovative Best Practices Conference in April 2025 with over 100 attendees.

Compliance

Two different types of alternatives to discipline programs to remove impaired nurses from practice in a timelier fashion and increase public protection are in place. This fiscal year, two licensees entered the Alternative program, and no licensees entered the Intervention Program. One individual violated the terms of the Alternative Program, and one licensee completed the Alternative Program. Upon successful completion of either program, no public discipline appears on the licensee’s record.

Consumer Protection Committee meetings were held followed by full board electronic ballots to ensure timely resolution of complaints. Twelve Consumer Protection Committee meetings were held in the fiscal year.

Investigations

The average number of days to complete an investigation was 96 days.

Legal Section Statistics

Board Decisions	1055
Number of Hearings	123
Contract Attorney Fees	\$176,487.05

Licensure

The licensure team answered 23,882 telephone calls.

Board staff continued to use Nursys® for license verification purposes. This improves customer service because nurses can request verifications online 24 hours a day and verifications are immediately available. Utilization of Nursys® also strengthens our fraud prevention efforts. A total of 5,442 of Missouri nurses requested that their Missouri license be verified to another state and 3,464 nurses licensed in other states requested verification into Missouri.

Staff continued to urge nurses and employers to enroll in Nursys e-Notify®. Enrollment in this system alerts the institution and/or nurse before a license expires and when it expires. Alerts are sent to the enrollee any time any discipline is attached to the enrolled license. For a nurse enrollee, this system can help prevent any fraudulent licenses or certificates being issued in the nurse’s name. Missouri is a member of the nurse licensure compact. A multi-state license is tied to the nurse’s

primary state of residence. A change to a nurse's primary state of residence could change the multi-state license status. This system will notify the enrollee if that status changes. When a nurse submits a license renewal online, the license is not automatically renewed. This system notifies the enrollee when the license is renewed. This system pushes notification of changes to the enrollee rather than having to continually re-query the system. A total of 1,781 institutions accounting for 153,272 nurses were enrolled in the institution e-Notify®. A total of 139,111 (97.1 %) of Missouri-licensed nurses were self-enrolled in Nursys e-Notify®.

Workforce

A total of 139,111 (97%) of Missouri-licensed nurses were enrolled in Nursys e-Notify®. That means we have workforce data on 97.1% of Missouri's licensed nurses.

Operations

62% of nurses indicated being satisfied with the renewal process.

Leadership

Lori Scheidt, Executive Director

- National Council of State Boards of Nursing's (NCSBN) Board of Directors Treasurer
- Member of the Nurse Licensure Compact Technology Committee

Practice

The practice team performed thirty presentations about the Missouri Nurse Practice Act and the Board of Nursing. Of those, twelve presentations were to schools of nursing, six were to school nurse groups, and twelve were to other state and public organizations.

The Board of Nursing and the Board of Registration for the Healing Arts filed a joint rule change to remove the geographic proximity requirements from 20 CSR 2200-4.200 for nursing and 20 CSR 2150-5.100 for physicians, bringing the regulation up to date with a change in statutory language that was effective August 28, 2023. This rule change eliminated the 75-mile restriction and was effective July 30, 2024.

Education Programs

This fiscal year, there were 97 schools with Missouri State Board of Nursing approval to provide nursing education leading to initial licensure. The schools included 35 practical nursing programs, 28 associate degree programs, 33 baccalaureate degree programs, and 1 diploma program.

Practical Nursing Programs

Full Approval Unless Otherwise Specified

Air Force Nursing Services

Applied Technology Services—South County

- North County Satellite Site

Bolivar Technical College

Cape Girardeau Career and Technology Center

Carthage Technical Center

Cass Career Center

Concorde Career College

Crowder College

East Central College – Rolla

Franklin Technology Center

Hannibal—LaGrange University

Jefferson College Bi-level Program

Kirksville Area Technical Center

Lex La-Ray Technical Center

Metropolitan Community College—Penn Valley

Mineral Area College

Moberly Area Community College

- Columbia Satellite Site
- Mexico Satellite Site

North Central Missouri College—Trenton

- Savannah Satellite Site

Ozarks Technical Community College—Lebanon

Ozarks Technical Community College—Table Rock

Ozarks Technical Community College—Springfield

Pike-Lincoln Technical Center

Saline County Career Center

Southeast Missouri Hospital College of Nursing and Health

Sciences

Southern Missouri Technical Institute

St. Charles Community College

St. Louis Community College (Initial Approval)

St. Louis College of Health Careers – City Campus

- County Campus Satellite Site

State Fair Community College—Sedalia

- Eldon Satellite Site
- Clinton Satellite Site

State Technical College of Missouri

Texas County Technical College

Three Rivers College—Poplar Bluff

- Kennett Satellite Site
- Sikeston Satellite Site

Warrensburg Area Career Center

Washington School of Practical Nursing

Waynesville Career Center

Associate Degree Programs

Full Approval Unless Otherwise Specified

Bolivar Technical College

Columbia College (Conditional Approval)

- Lake Ozark Satellite Site

Cox College

- Monett Satellite Site

Crowder College—Cassville

Crowder College—McDonald County

Crowder College—Neosho

Crowder College—Nevada

East Central College—Rolla

East Central College—Union

Hannibal La-Grange University (Conditional Approval)

Jefferson College Bi-Level Program

Lincoln University—Fort Leonard Wood

Metropolitan Community College—Penn Valley

Mineral Area College

- Cape Girardeau Satellite Site
- Perryville Satellite Site

Missouri State University—West Plains

Moberly Area Community College—Moberly

- Mexico Satellite Site
- Hannibal Satellite Site
- Columbia Satellite Site

North Central Missouri College

- Savannah Satellite Site

Ozarks Technical Community College

- Table Rock Satellite Site

Ozarks Technical Community College - Direct Entry
(Initial Approval)

Southeast Missouri Hospital College of Nursing and
Health Sciences

Southwest Baptist University – Springfield

- Salem Satellite Site

St. Charles Community College

St. Louis Community College - Forest Park

- Florissant Valley Satellite Site
- Meramec Satellite Site
- Wildwood Satellite Site

St. Louis College of Health Careers (Initial Approval)

State Fair Community College—Sedalia

- Clinton Satellite Site
- Eldon Satellite Site

State Technical College of Missouri

Texas County Technical College

Three Rivers College—Poplar Bluff

- Sikeston Satellite Site

Baccalaureate Degree Programs

Full Approval Unless Otherwise Specified

Arizona College of Nursing (Initial Approval)

Avila University

Blessing-Rieman College of Nursing

Central Methodist University

- Columbia Satellite Site

Chamberlain University College of Nursing

College of the Ozarks

Columbia College

Concorde Career College (Initial Approval)

Cox College

Goldfarb School of Nursing at Barnes-Jewish College

Graceland University School of Nursing

Grand Canyon University (Initial Approval)

Lincoln University

Maryville University

Missouri Baptist University

Missouri Southern State University

Missouri State University – Springfield

Missouri Valley College (Conditional Approval)

Missouri Western State University

Park University

Research College of Nursing

Southeast Missouri State University

Southwest Baptist University – Bolivar

St. Louis University

St. Luke's College of Health Sciences at Rockhurst
University

Stephen's College (Initial Approval)

Truman State University

University of Central Missouri

- Lees Summit Satellite Site

University of Missouri—Columbia Sinclair School of
Nursing

University of Missouri—Kansas City

University of Missouri—St. Louis College of Nursing

Western Governors University (Initial Approval)

William Jewell College

Diploma Programs

Full Approval Unless Otherwise Specified

Franklin Technology Center (Initial Approval)

Impact of NEIP Funding on Nursing in Missouri

While it is true that Missouri faces a critical shortage of nurses and nursing faculty. One of the most effective solutions to tackle these shortages is the Nursing Education Incentive Program (NEIP). Since 2011, this program has directly funded colleges and universities to expand enrollment in professional nursing programs by investing in faculty development, facility enhancements, and the development of innovative teaching strategies. The program has provided over \$27 million in competitive grants to support technology upgrades, faculty recruitment and retention packages, and faculty development initiatives. In the last 3 years alone, funding over \$13 million has gone to nursing education programs to invest in these projects that directly impact nursing in the state.

Due to NEIP funding, enrollment in professional programs has grown by over 30%. In 2011, there were 5721 nursing program seats in professional prelicensure programs. Currently, there are more than 8100 students able to fill nursing program seats and become a registered nurse. Most notably, though, these grants have enabled enrollment growth in rural areas with critically low numbers of nurses and the most pressing health care needs in the state of Missouri.

The results of NEIP funding are tangible and evident on a granular level. More nursing students enrolled is more graduates entering the workforce and a higher level of access to health care for all Missourians.

2024 Admissions & Graduations from Missouri Nursing Programs

	2024 Admissions	2024 Graduations
Practical	1378	938
Associate	1937	1377
Bachelor	2752	2133
Diploma	21	0
Total	6061	4448

NCLEX Examination Results - Calendar Year 2024

Applicants are deemed eligible by the Board to take the National Council Licensure Examination (NCLEX®) for Registered Nurses and Licensed Practical Nurses.

	Number Taking the Test for the First Time	Number that Passed	Percentage that Passed
U.S. RNs	186,759	170,256	91.16%
Missouri RNs	3,751	3,496	93.20%
U.S. LPNs	50,570	44,693	88.38%
Missouri LPNs	993	918	92.45%

Licensure Statistics

	Registered Nurse	Licensed Practical Nurse
Licensure by Examination (includes nurses not educated in Missouri)	3,661	1,064
Licensure by Endorsement	2,121	206
Licensure by Renewal of a Lapsed or Inactive License	988	220
Number of RNs & LPNs Holding a Current Nursing License in Missouri as of 6/30/2025	114,518	22,860

There were 1,534 new Advanced Practice Registered Nurses (APRNs) licensed.

There were 16,318 APRNs licensed as of 6/30/2025.

There were 116 APRNs granted Controlled Substance Prescription Authority.

There were 5,356 APRNs with Controlled Substance Prescription Authority as of 6/30/2025.

Complaints and Disciplinary Actions

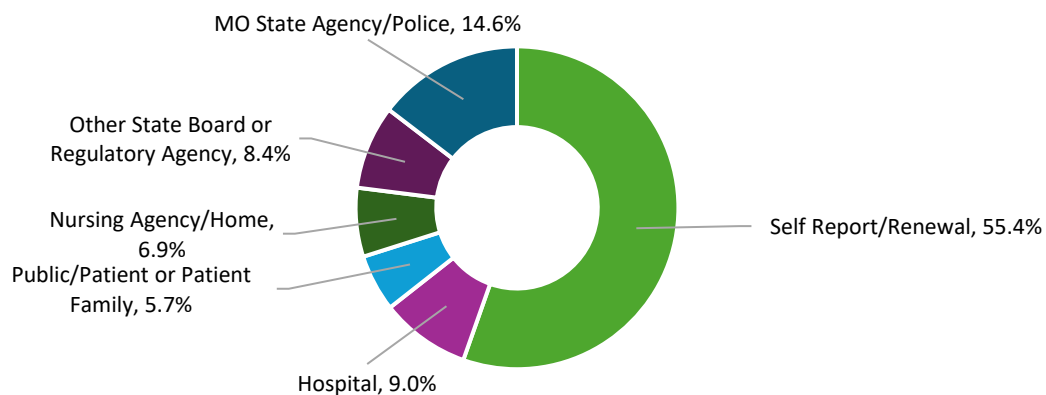
Complaints are received from many sources, including mandatory reporters (hospitals, ambulatory surgical centers, temporary nursing staffing agencies, nursing homes, nursing facilities as defined in Chapter 198, or any entity that employs or contracts with licensed healthcare professionals to provide health care services to individuals) and others (employers, members of the public, etc.). All complaints that are filed against the license of a nurse are reviewed to determine what action should be taken by the Board. Following an investigation into the matter, the Board may either pursue disciplinary actions or non-disciplinary actions. The latter includes taking no action, issuing a letter of concern for the conduct, or allowing eligible licensees to participate in one of the two non-disciplinary programs the board offers – the Alternative Program or the Intervention Program. If the Board determines disciplinary action is appropriate, one of the following disciplinary actions may be pursued: censure, probation, suspension, and/or revocation. The Board may also accept a voluntary surrender of a license.

Hearings

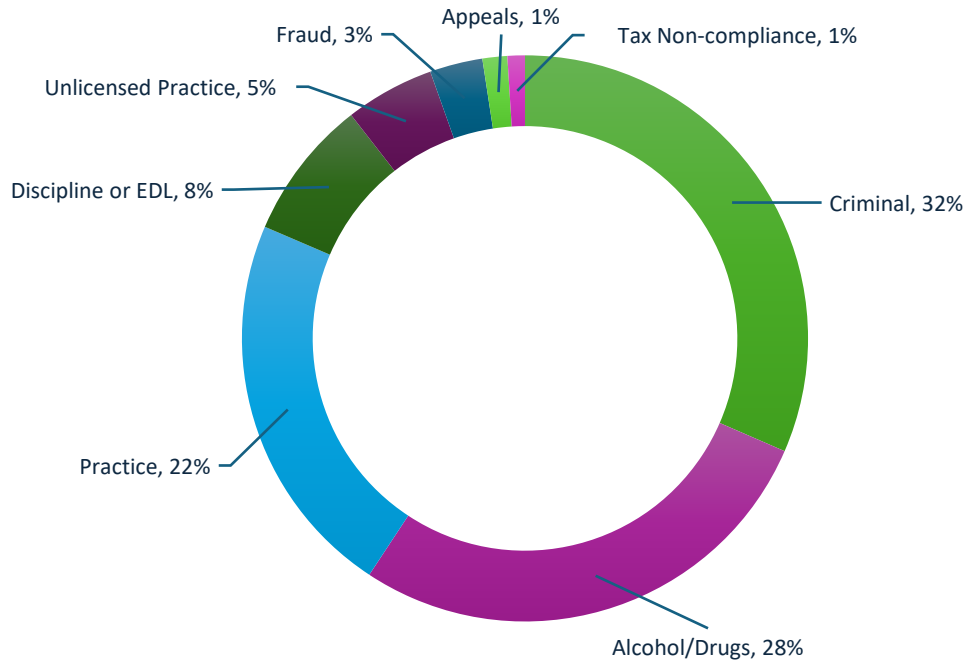
The Board has the authority to conduct four types of hearings: after the Administrative Hearing Commission (AHC) has determined there is cause for discipline; when the Board receives a certified copy of a judgment in a criminal proceeding, receives discipline from another state or other state agency, or receives certified records finding that the licensee has been judged incapacitated or disabled; probation violation; and Intervention or Alternative program violation. When the Board pursues disciplinary action, a settlement agreement is generally offered. If the licensee does not agree with the settlement agreement and the licensee and Board cannot agree on settlement, the matter is filed with the AHC to determine if there is cause to discipline the license of the nurse. If the AHC determines there is cause for discipline, a disciplinary hearing before the Board is conducted to determine what, if any, disciplinary action should be taken. If the Board receives certified court records of a criminal finding of guilt or incapacitation or disability or evidence of discipline from another state or state agency, a disciplinary hearing is held by the Board to determine whether cause exists to discipline the license and if so, what, if any, discipline is appropriate. In this fiscal year, 73 disciplinary hearings were conducted. Once a licensee has been placed on discipline, they are required to abide by the terms of the disciplinary agreement or Board order. If they do not, the Board conducts a violation hearing to determine what, if any, additional disciplinary action should be taken. In this fiscal year, the Board conducted 48 violation hearings. If a licensee signs a consent agreement to enter into the Alternative program or Intervention program offered by the Board, they are required to abide by the terms set forth in the consent agreement. If they violate those terms and they deny any violations, the Board conducts a confidential hearing to determine if they have violated the agreement. In this fiscal year, the Board conducted two Alternative Program violation hearings and no Intervention Program violation hearings.

The following three charts are based on the 1055 cases that were closed this fiscal year.

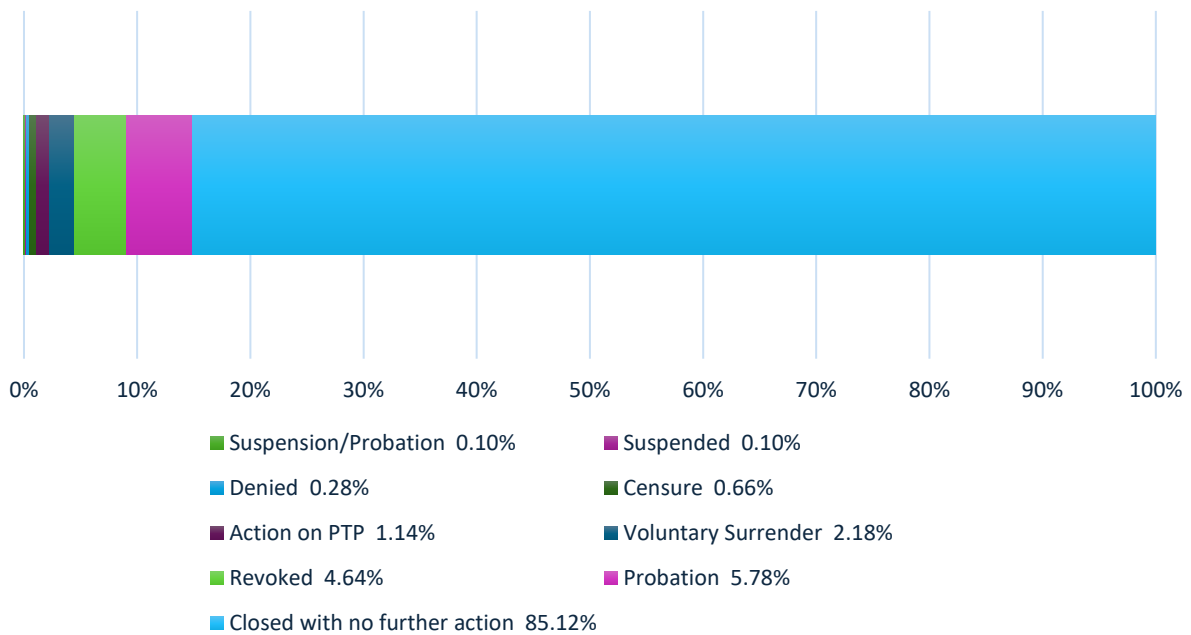
Complaint Categories



Complaint Categories



Final Actions



Financial Information

The Board of Nursing operates solely on fees that are received from the licensees the Board regulates. The Board deposits all fees received in the state treasury and credits them to the State Board of Nursing. The legislature then appropriates money from the fund to the Board of Nursing each year to pay all administrative costs and expenses of the Board.

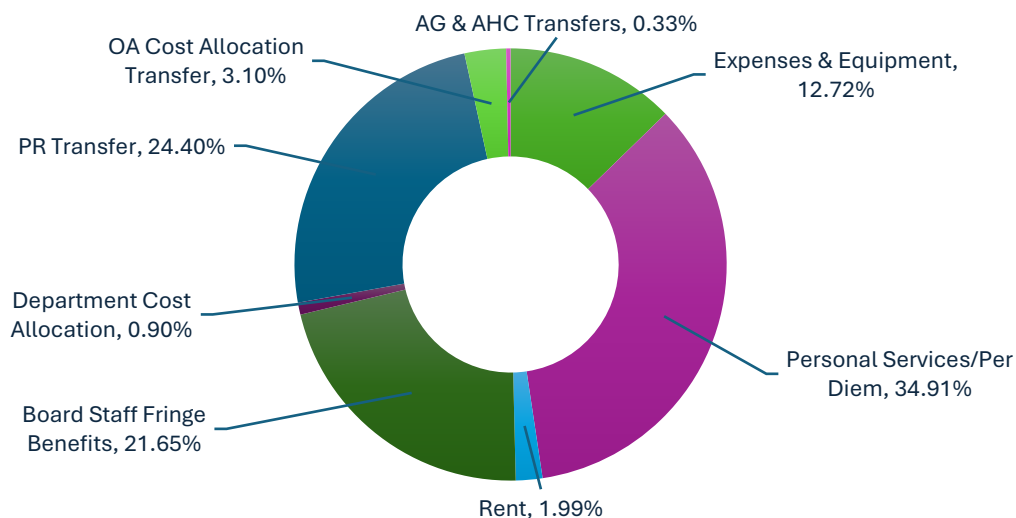
Revenue & Expenses	
Beginning Fund Balance	\$8,102,646.75
Total Revenue Received	\$10,230,627.42
Total	\$18,333,274.17

Actual Operating Expenses	
<i>Amounts below represent actual amounts utilized including transfers.</i>	
Expenses & Equipment	\$513,644.76
Personal Services/Per Diem	\$1,409,318.81
Transfers (See Below)	\$2,114,333.22
Nurse Education Incentive Grant	\$0.00
Total Operating Expenses	\$4,037,296.79
Ending Fund Balance	\$14,295,977.38

Transfers consist of monies that are transferred directly from the Board of Nursing fund to various funds and/or entities to pay for services and other operating costs that are not a part of the money that is appropriated to the Board for board-specific expenses and equipment and personal services/per diem. These transfers occur each fiscal year but the amounts vary.

Nursing Fund Transfers	
Rent	\$80,344.71
Fringe Benefits	\$874,165.55
DCI	\$36,254.05
Professional Registration	\$984,980.91
OA Cost Allocation	\$125,276.00
AG & AHC Transfers	\$13,130.00
Refunds	\$182.00
Total	\$2,114,333.22

Use of Funds



Missouri Nursing Workforce

Gender

Registered Nurses

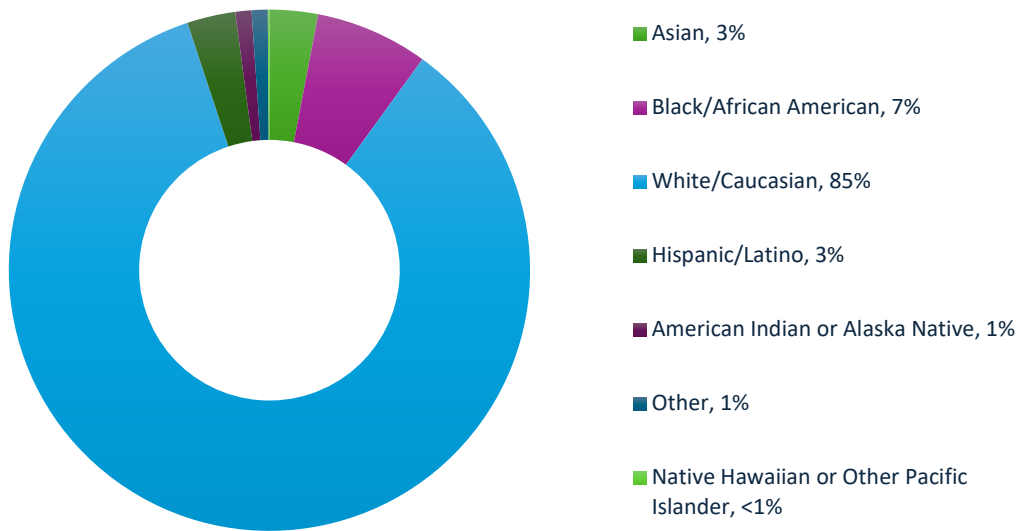
	Count	Percentage
Male	12,949	10%
Female	118,577	90%
Non-Binary/X	79	less than 1%

Licensed Practical Nurses

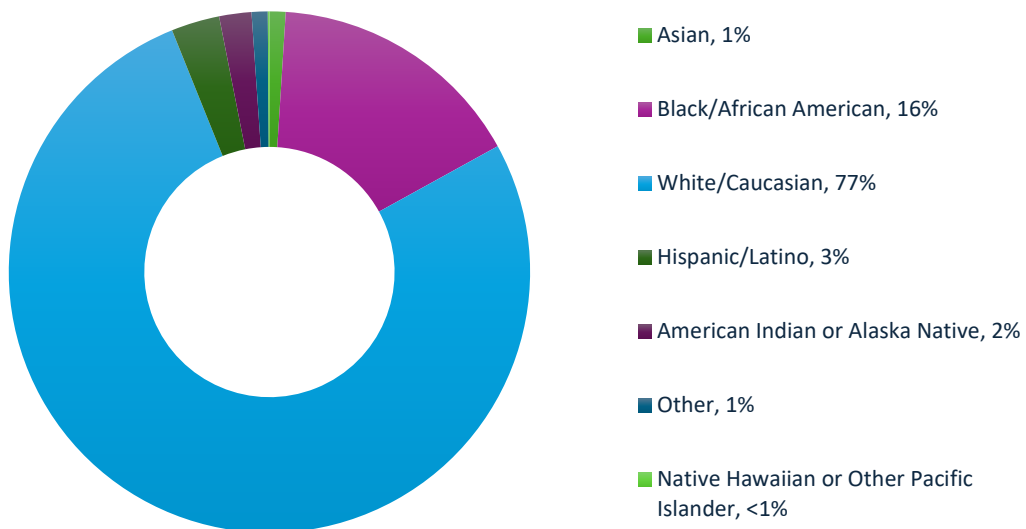
	Count	Percentage
Male	1,611	7%
Female	21,363	93%
Non-Binary/X	8	less than 1%

Race

Registered Nurses

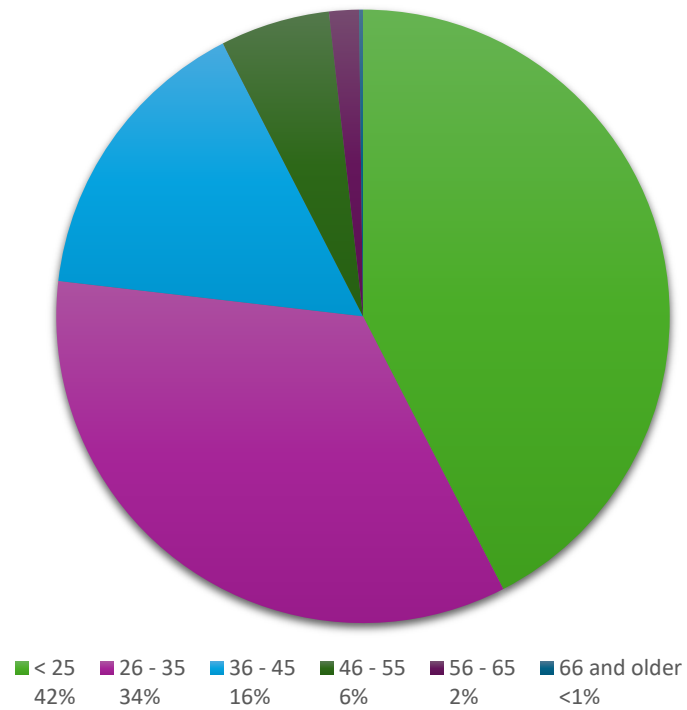


Licensed Practical Nurses

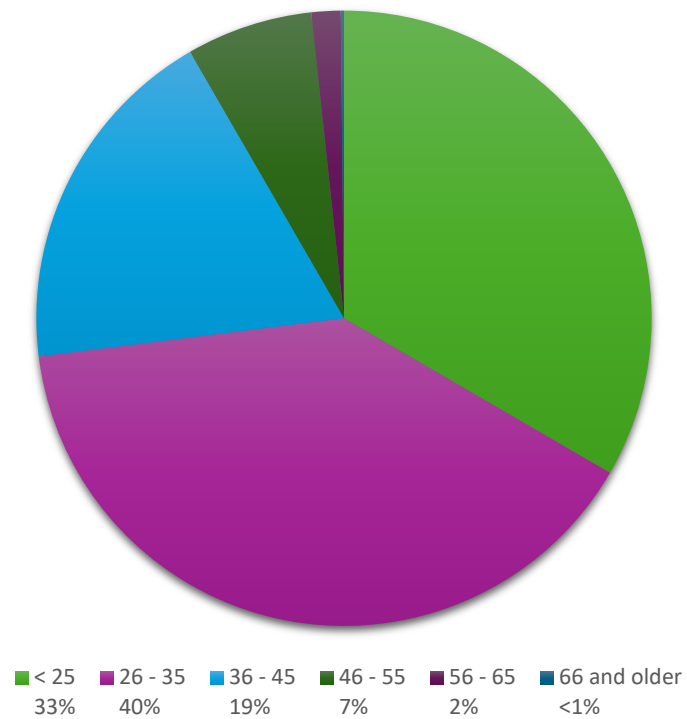


Age at Licensure

Registered Nurses

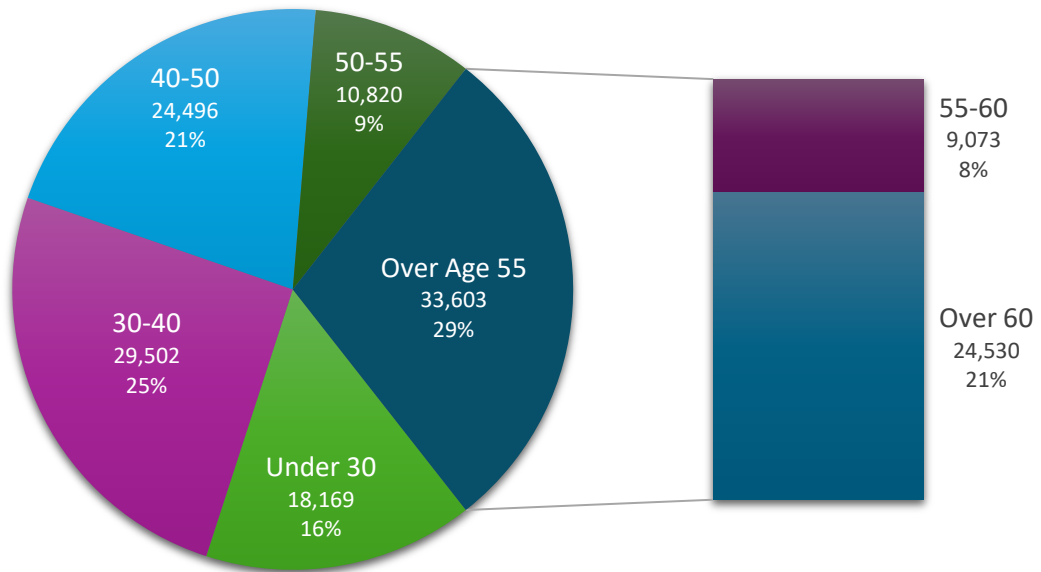


Licensed Practical Nurses

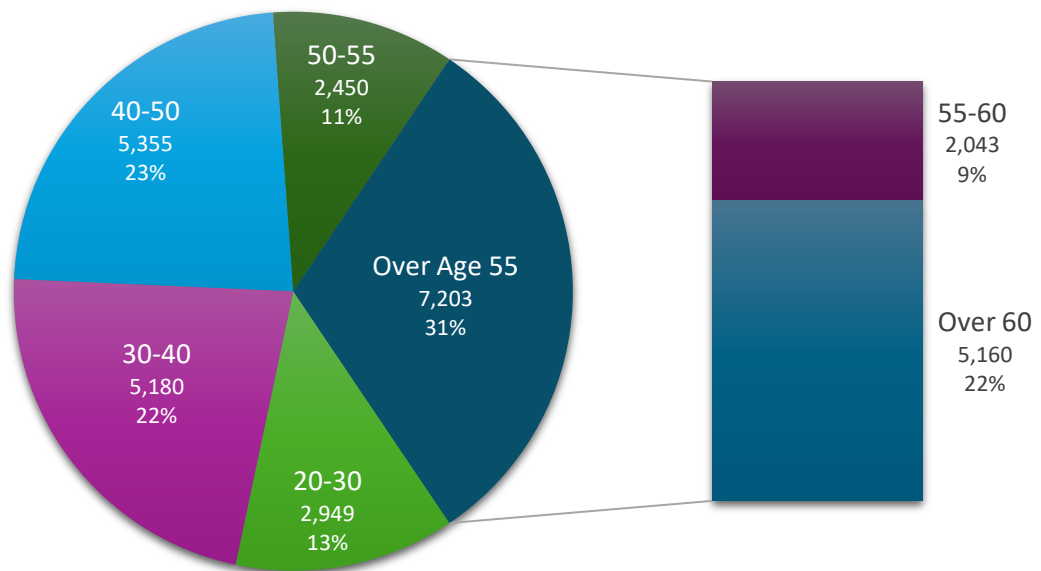


Age Distribution

Registered Nurses



Licensed Practical Nurses

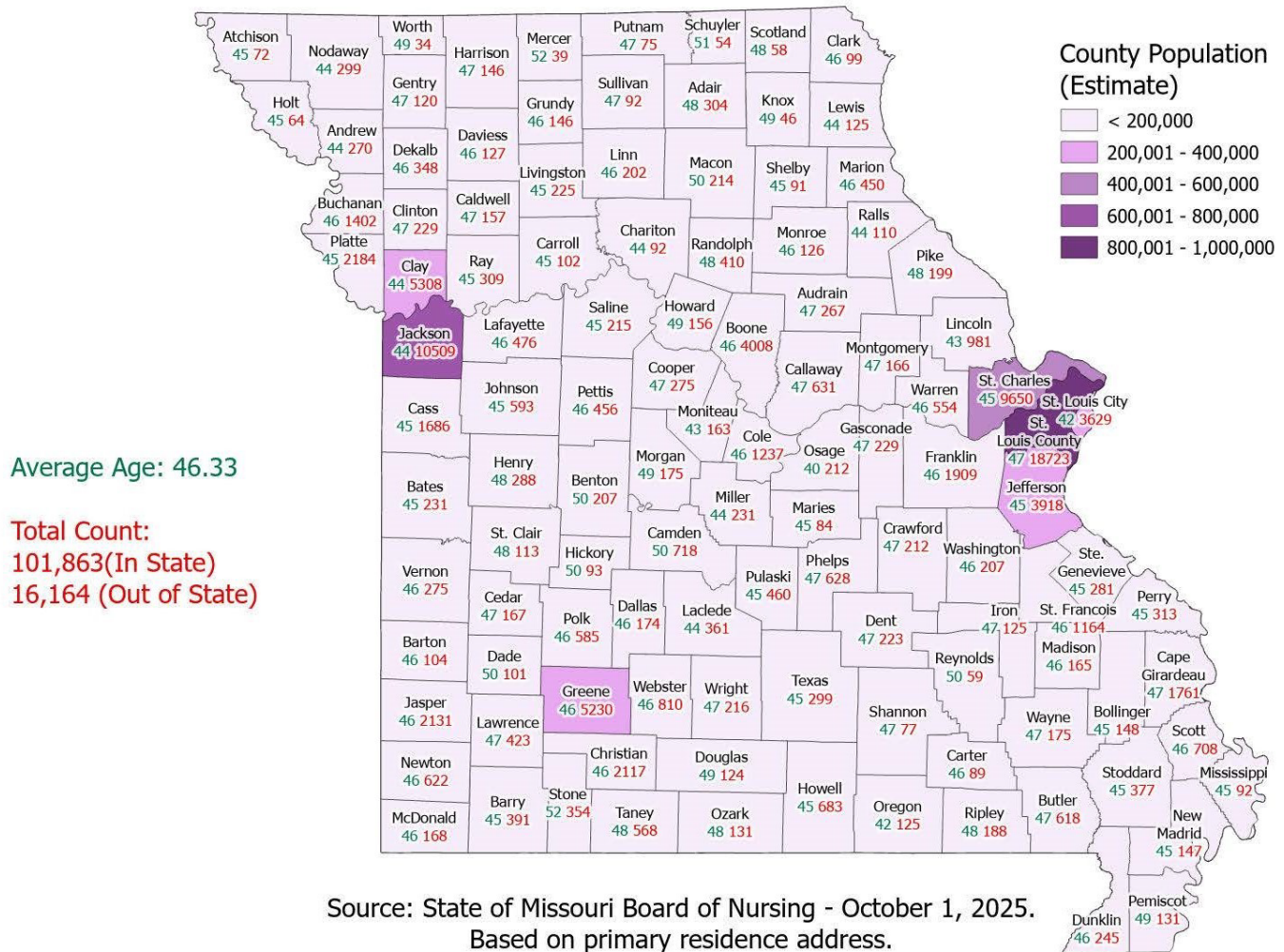


Average Age of Nurses

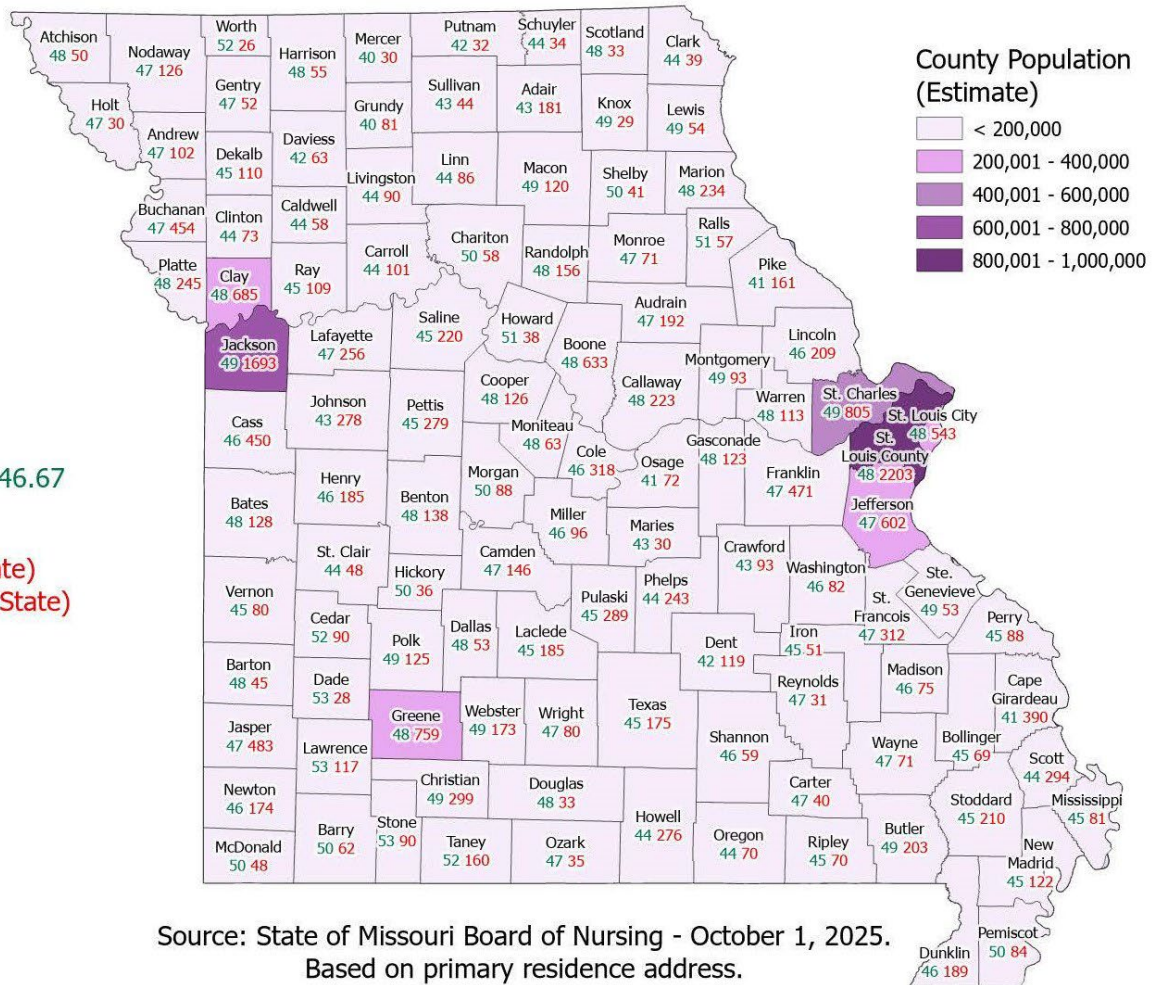
The average age of nurses continues to stay about the same. This is based on all nurses licensed in Missouri, regardless of where they reside.

The following three maps depict the count of the number of nurses in each county that had a current Missouri nursing license and Missouri address and the average age by county as of July 1, 2025.

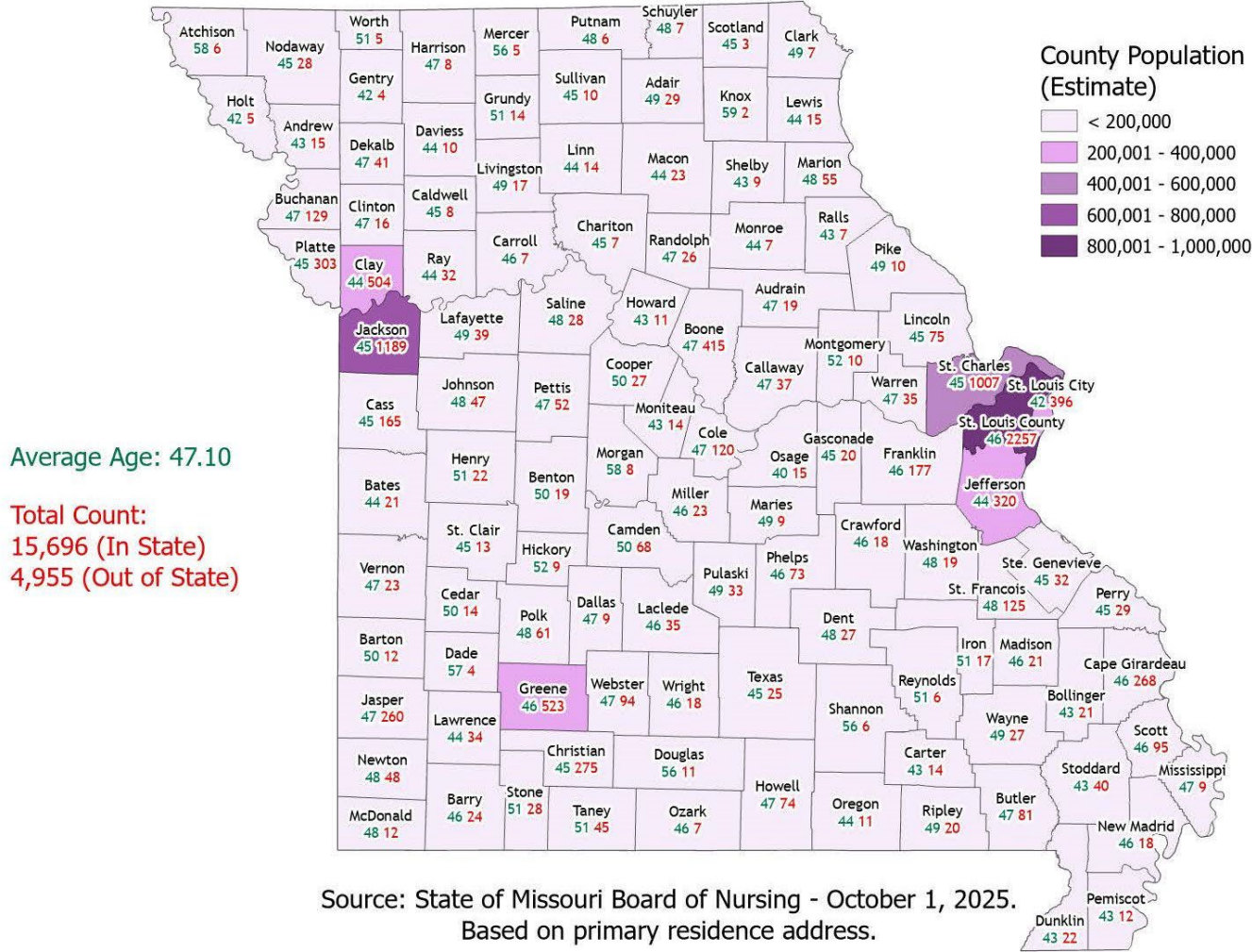
Missouri Registered Nurses



Missouri Licensed Practical Nurses



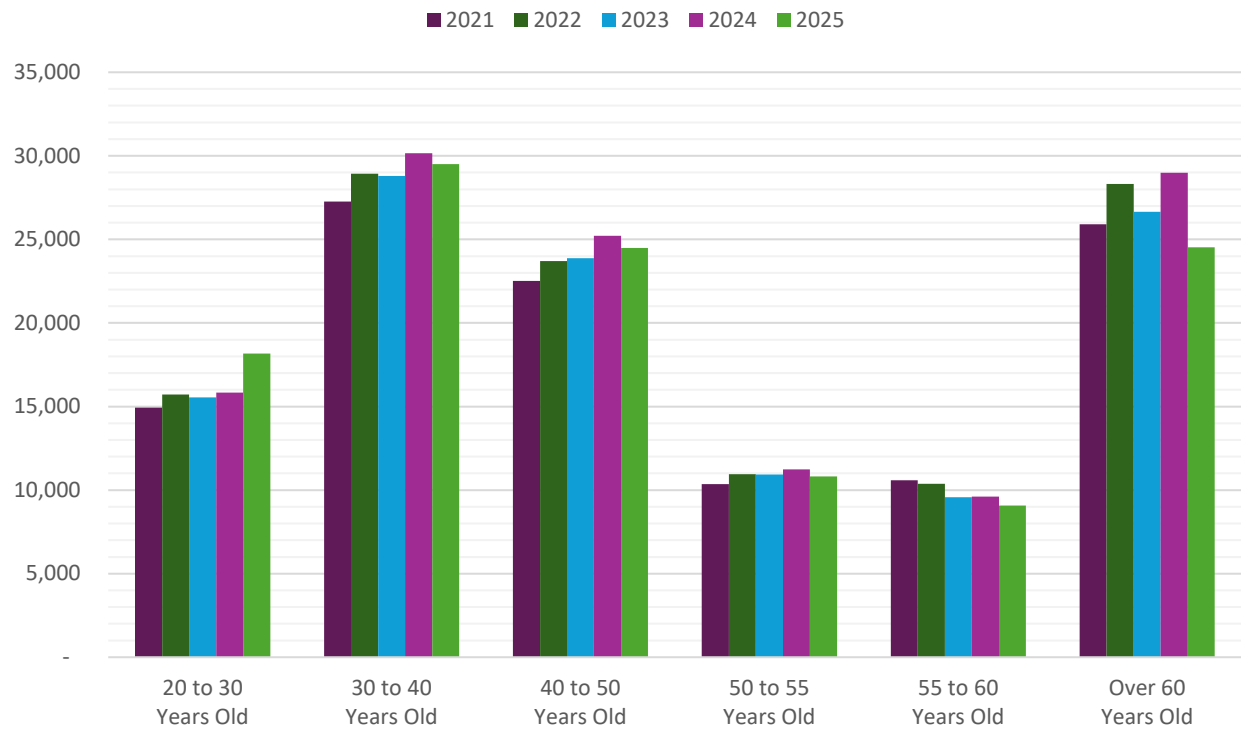
Missouri Advanced Practice Registered Nurses



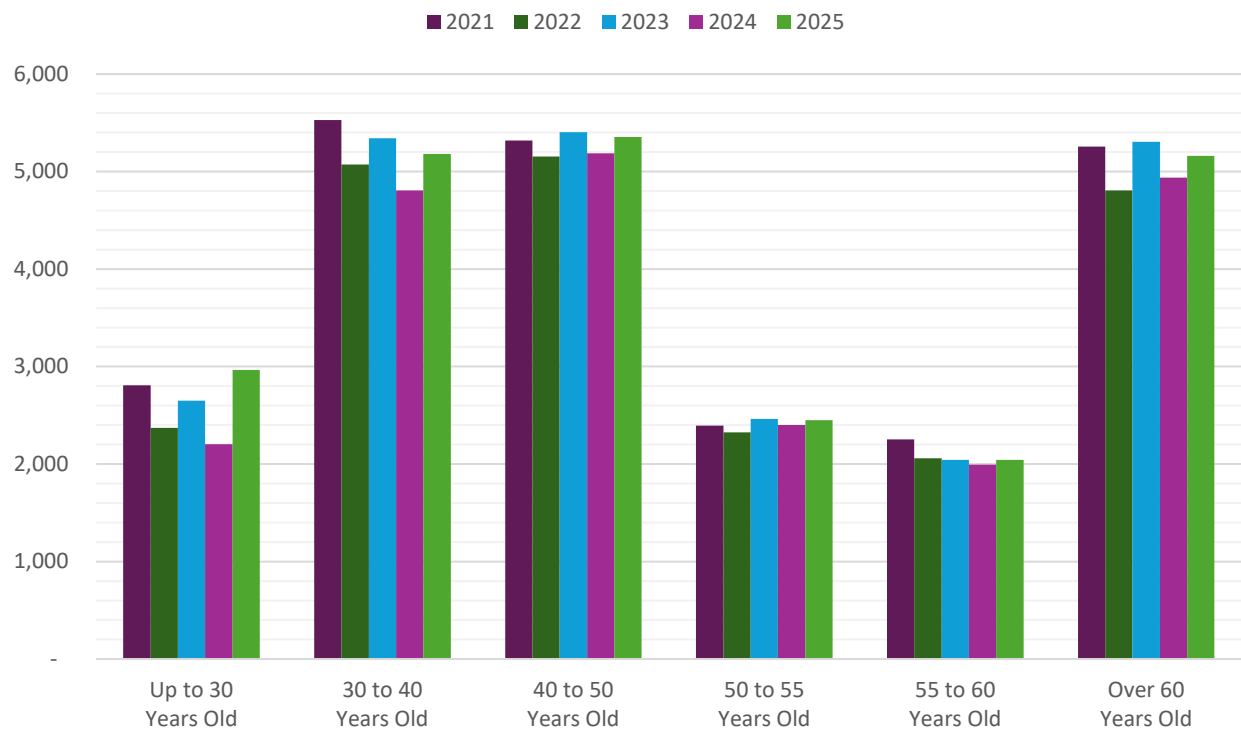
Source: State of Missouri Board of Nursing - October 1, 2025.
Based on primary residence address.

Age History Over Time

Registered Nurses by Age Group

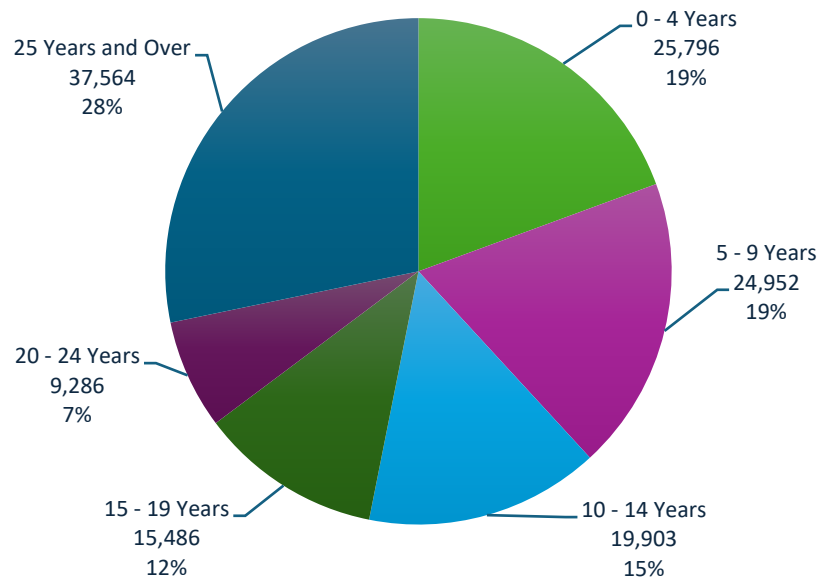


Licensed Practical Nurses by Age Group

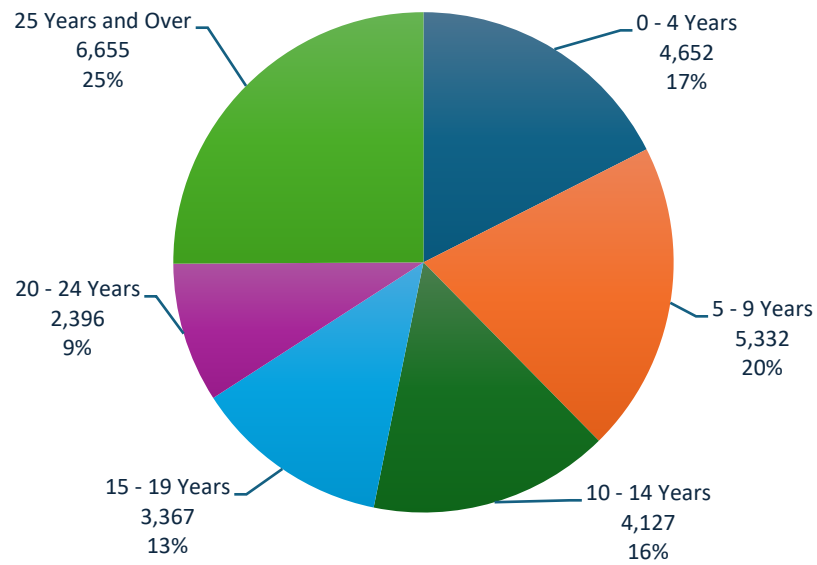


Number of Years Licensed

Registered Nurses



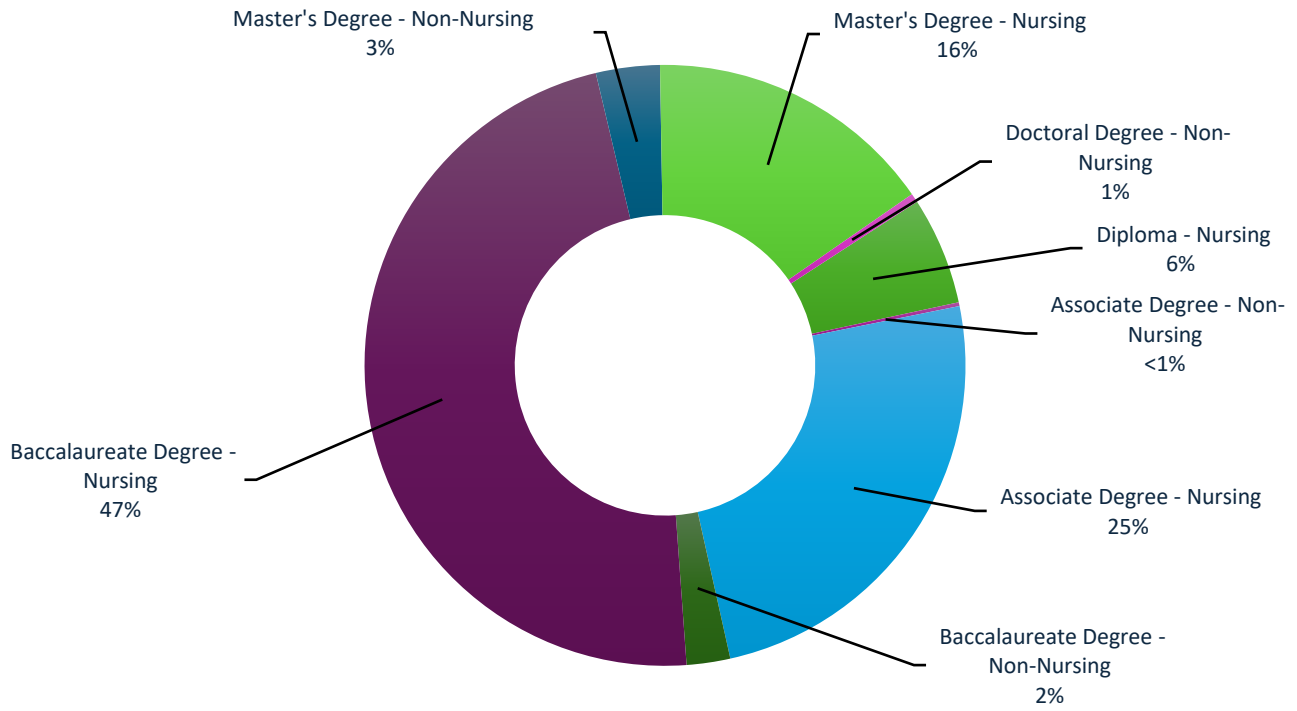
Licensed Practical Nurses



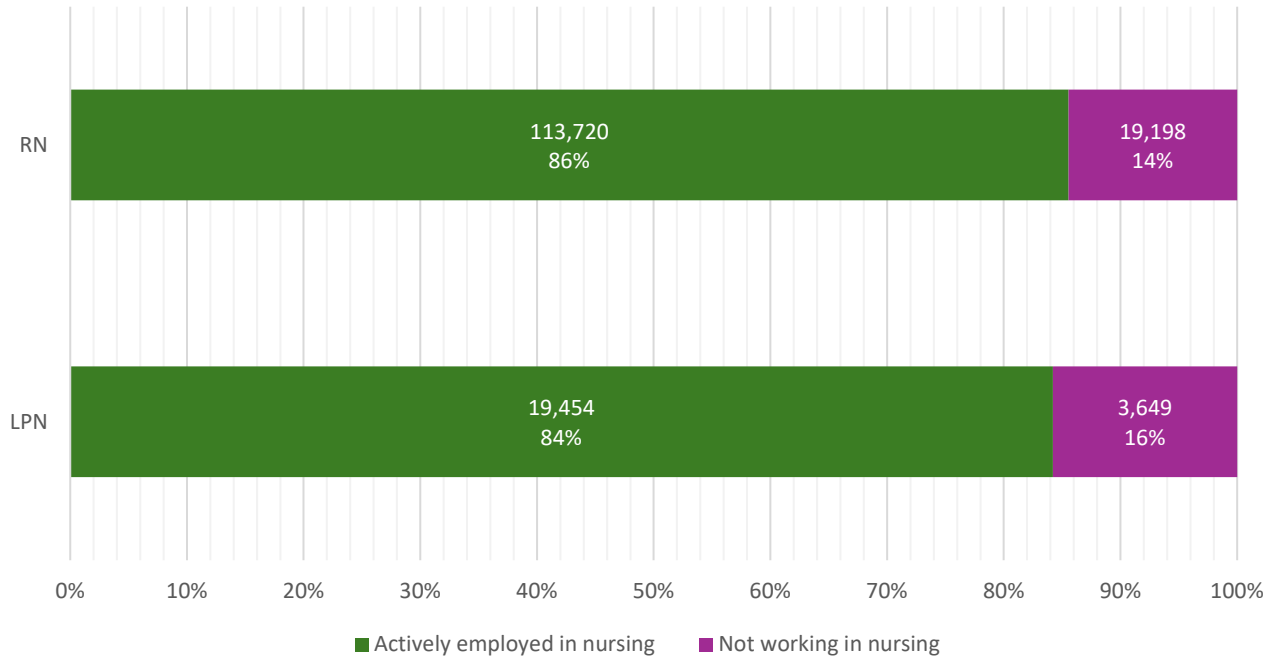
Note: In cases where a nurse has both an RN and LPN license, both licenses are counted.

Educational Attainment

Registered Nurses



Work Status

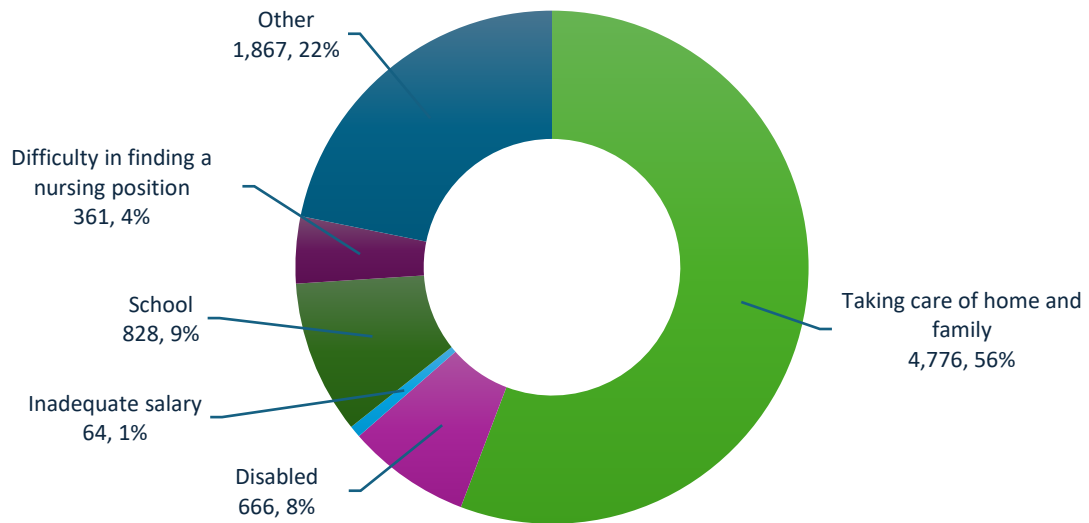


Employment Status

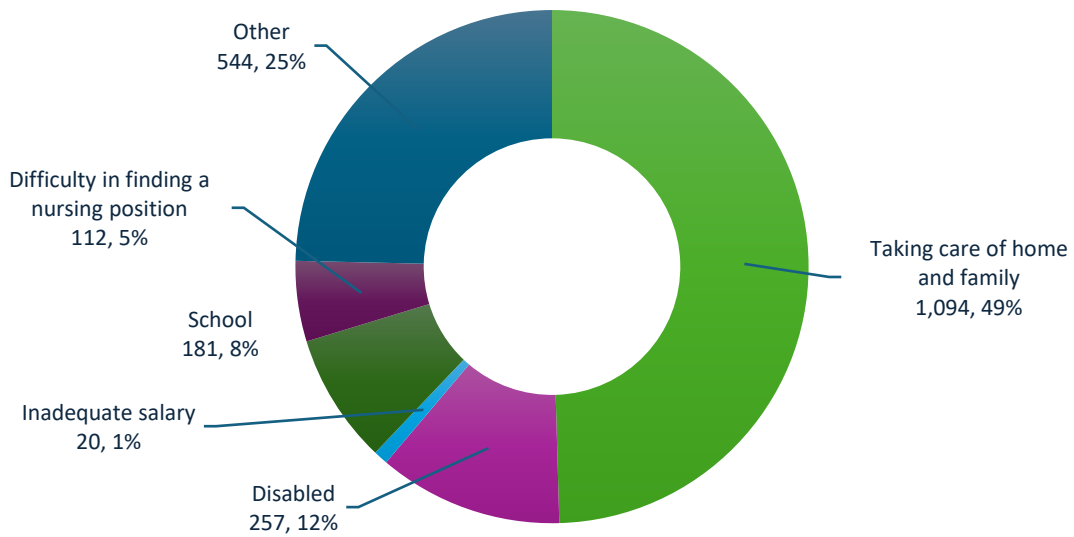
	RN	LPN
Actively employed in nursing or in a position that requires a nurse license - Full-time	91,559 (69%)	15,450 (67%)
Actively employed in nursing or in a position that requires a nurse license - Part-time	10,776 (8%)	1,623 (7%)
Actively employed in nursing or in a position that requires a nurse license - Per diem	5,830 (4%)	791 (3%)
Actively employed in a field other than nursing - Full-time	2,989 (2%)	1,037 (4%)
Actively employed in a field other than nursing - Part-time	823 (1%)	282 (1%)
Actively employed in a field other than nursing - Per diem	312 (< 1%)	85 (< 1%)
Working in nursing only as a volunteer	1,431 (1%)	186 (1%)
Unemployed - Seeking work as a nurse	4,404 (3%)	1,403 (6%)
Unemployed - Not seeking work as a nurse	4,946 (4%)	1,035 (4%)
Retired	9,848 (7%)	1,211 (5%)

Reason for Unemployment

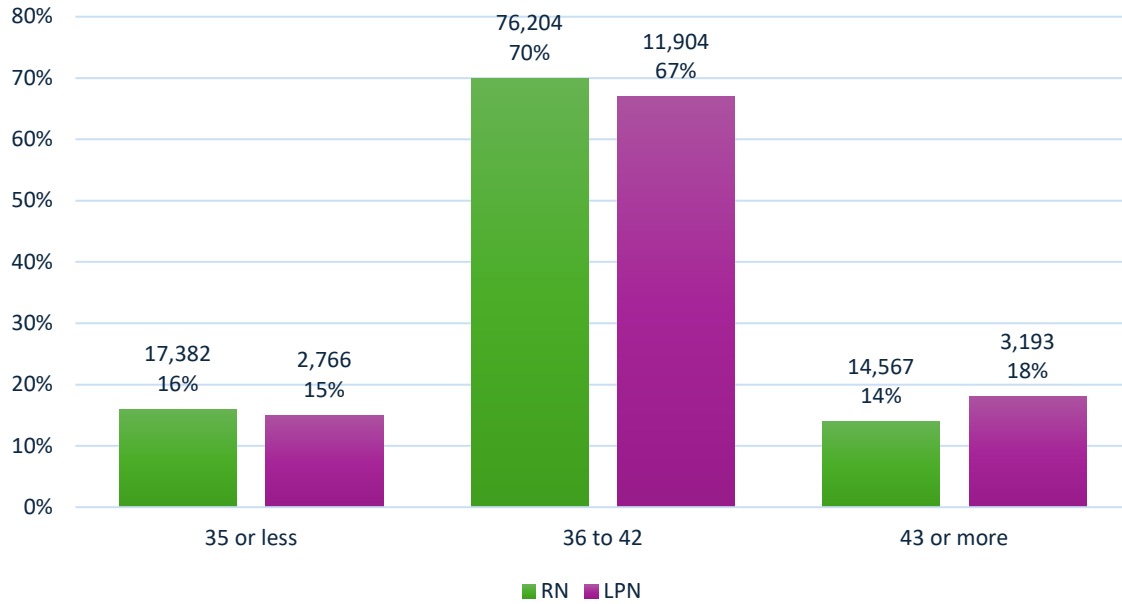
Registered Nurses



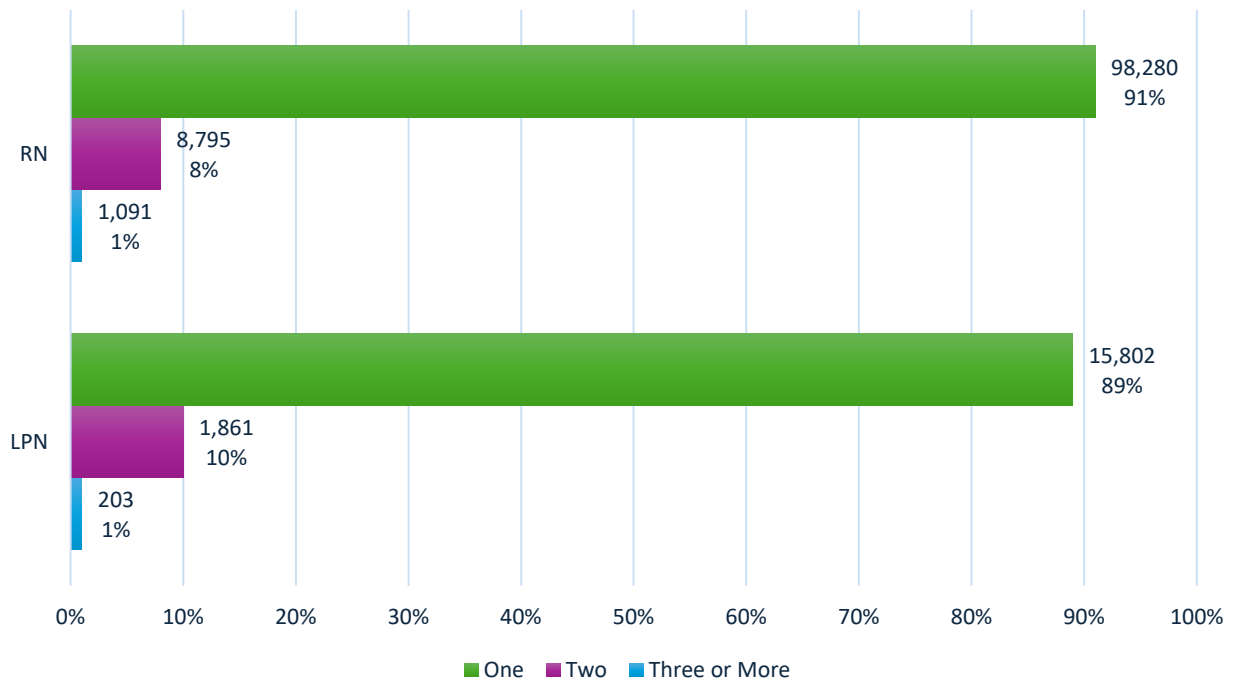
Licensed Practical Nurses



Average Hours Worked Per Week



Number of Positions Currently Employed as a Nurse



Primary Position Description

	RN		LPN	
Advanced Practice Registered Nurse	10,251	9.52%	65	0.37%
Case Manager	5,921	5.50%	254	1.43%
Consultant	1,039	0.97%	65	0.37%
Nurse Executive	1,774	1.65%	98	0.55%
Nurse Faculty/Educator	2,416	2.24%	193	1.09%
Nurse Manager	6,225	5.78%	1,183	6.67%
Nurse Researcher	452	0.42%	13	0.07%
Other - Health Related	7,173	6.66%	1,836	10.35%
Other - Not Health Related	315	0.29%	95	0.54%
Staff Nurse	72,065	66.96%	13,930	78.56%

Primary Employment Setting

	RN		LPN	
Ambulatory Care Setting	8,913	8.25%	1,234	6.93%
Assisted Living Facility	766	0.71%	1,269	7.13%
Community Health	2,026	1.88%	737	4.14%
Correctional Facility	620	0.57%	358	2.01%
Dialysis Center	1,040	0.96%	65	0.37%
Home Health	3,025	2.80%	1,857	10.44%
Hospice	1,627	1.51%	301	1.69%
Hospital	65,210	60.35%	2,149	12.08%
Insurance Claims/Benefits	2,629	2.43%	145	0.81%
Nursing Home/Extended Care	4,033	3.73%	5,254	29.53%
Occupational Health	438	0.41%	88	0.49%
Other	12,675	11.73%	3,341	18.78%
Policy/Planning/Regulatory/Licensing Agency	212	0.20%	18	0.10%
Public Health	1,052	0.97%	398	2.24%
School Health Service	2,149	1.99%	538	3.02%
School of Nursing	1,637	1.52%	42	0.24%

Primary Employment Setting for Those Working 40+ Hours Per Week

	RN		LPN	
Ambulatory Care Setting	5,738	10.01%	1,033	8.01%
Assisted Living Facility	486	0.85%	917	7.11%
Community Health	1,404	2.45%	605	4.69%
Correctional Facility	469	0.82%	263	2.04%
Dialysis Center	792	1.38%	49	0.38%
Home Health	1,978	3.45%	1,208	9.37%
Hospice	1,269	2.21%	250	1.94%
Hospital	27,405	47.80%	1,202	9.32%
Insurance Claims/Benefits	2,428	4.23%	138	1.07%
Nursing Home/Extended Care	2,864	5.00%	3,789	29.38%
Occupational Health	332	0.58%	74	0.57%
Other	8,717	15.20%	2,659	20.62%
Policy/Planning/Regulatory/Licensing Agency	191	0.33%	15	0.12%
Public Health	726	1.27%	320	2.48%
School Health Service	1,266	2.21%	348	2.70%
School of Nursing	1,269	2.21%	27	0.21%

Primary Employment Setting for Those Aged 55+

	RN		LPN	
Ambulatory Care Setting	2,817	10.16%	349	6.66%
Assisted Living Facility	242	0.87%	389	7.43%
Community Health	680	2.45%	169	3.23%
Correctional Facility	188	0.68%	99	1.89%
Dialysis Center	356	1.28%	23	0.44%
Home Health	1,336	4.82%	718	13.71%
Hospice	614	2.21%	73	1.39%
Hospital	12,167	43.88%	433	8.27%
Insurance Claims/Benefits	937	3.38%	48	0.92%
Nursing Home/Extended Care	1,513	5.46%	1,608	30.70%
Occupational Health	200	0.72%	37	0.71%
Other	4,687	16.90%	1,019	19.46%
Policy/Planning/Regulatory/Licensing Agency	110	0.40%	3	0.06%
Public Health	333	1.20%	72	1.37%
School Health Service	786	2.83%	179	3.42%
School of Nursing	764	2.76%	18	0.34%

Primary Employment Specialty

	RN		LPN	
<i>Acute Care/Critical Care</i>	14,815	14.26%	471	2.80%
<i>Adult Health</i>	3,870	3.72%	1,115	6.63%
<i>Anesthesia</i>	1,976	1.90%	3	0.02%
<i>Cardiology</i>	5,415	5.21%	222	1.32%
<i>Community</i>	1,131	1.09%	293	1.74%
<i>Emergency/Trauma</i>	7,424	7.15%	153	0.91%
<i>Family Health</i>	2,835	2.73%	1,213	7.22%
<i>Geriatric/Gerontology</i>	4,673	4.50%	5,401	32.14%
<i>Home Health</i>	2,651	2.55%	1,332	7.93%
<i>Maternal – Child Health/Obstetrics</i>	4,195	4.04%	118	0.70%
<i>Medical Surgical</i>	10,728	10.33%	774	4.61%
<i>Neonatal</i>	2,980	2.87%	10	0.06%
<i>Nephrology</i>	1,241	1.19%	77	0.46%
<i>Occupational Health</i>	639	0.62%	92	0.55%
<i>Oncology</i>	3,548	3.41%	94	0.56%
<i>Other - Clinical Specialties</i>	9,731	9.37%	1,337	7.96%
<i>Other - Non Clinical Specialties</i>	2,520	2.43%	270	1.61%
<i>Palliative Care/Hospice</i>	1,470	1.41%	274	1.63%
<i>Pediatrics</i>	6,342	6.10%	975	5.80%
<i>Perioperative</i>	5,430	5.23%	39	0.23%
<i>Psychiatric/Mental Health/Substance Abuse</i>	4,287	4.13%	1,019	6.06%
<i>Public Health</i>	951	0.92%	238	1.42%
<i>Rehabilitation</i>	1,506	1.45%	592	3.52%
<i>School Health</i>	1,809	1.74%	451	2.68%
<i>Women's Health</i>	1,729	1.66%	242	1.44%